

Roll Out Training Workshop in Kirkuk (Feb. 18-28, 2004): M&E Report

Prepared for:

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1. Introduction

Monitoring & Evaluation of health projects is considered as the corner stone for the improvement of the performance by diagnosing erroneous activities and providing technical advices and support when needed.

Training workshops are considered among the vital requirements for the success of many strengthening health projects. And these workshops themselves require monitoring and evaluation to improve their future implementation by the feed back information gained from the participants.

M & E team has prepared a plan to monitor and evaluate all of the workshops held by the health care delivery team throughout their course including individual workshop and training assessment as well as an overall program activity assessment. These will be done by using the pre-designed M&E tool (evaluation questionnaire).

2. Objectives

The objectives of this M&E report:

- To analyze some of the variables related to the workshop participants like age, gender, profession, administrative position, and place of work.
- To provide the health care delivery team with a feedback report by revising the opinions of the participants about the training, and the benefit they got from the workshop.

3.Approaches:

In order to reach the above mentioned objectives, the monitoring and evaluation team designed a questionnaire form that is universal for all the workshops and submit this form to the health care delivery team. Participants filled these forms at the end of their workshop, data was processed using the EPI6 and Excel computer programs.

4. Results

The workshop was held in Kirkuk for 10 days . The total number of participants was 19. The mean age of the participants was 35.15 years \pm 8.2 SD, with a range between 27 – 60 years and a median of 34 years.

The sex distribution of the participants is displayed in table 1, where it shows that the participants were (57.9 %) males and (42.1 %) females.

Table 2 shows that all of the participants were from Kirkuk where the workshop was held.

Table 3 shows participants' professions where all (100%) of the participants were working as medical doctors.

Table 4 shows that the majority (89.5%) of the participants has non specified administrative positions, and only two (10.5%) of them were PHCCs managers.

Table 5 is a comprehensive table showing the opinions of the participants about different aspects of the workshop. (42%) of the participants considered the length of the workshop long, (36.8%) of them found short, and (21.1%) of them found it too short (Fig.1) . The majority of the participants (89.5%) found the workshop is very useful and (10.5%) of them found it just useful. (see figure 2 for detail).

Interestingly, no participant felt there was no improvement in their knowledge and skills. More than half of them (52.6%) reported a minor improvement, while the other (47.4%) of them felt that they had major improvement in knowledge and skills (see figure 3 for detail).

Nearly all of the participants reported positive impacts of the workshops on their work, with (57.9% just positive impact, 36.8% very positive impact), and only one (5.3%) participant felt no impact, see figure 4 for detail).

All the participants were willing to participate in additional workshops in the future (73.7% very willing and 26.3% willing to participate; see Figure 5 for detail).

All of the participants were satisfied about trainers (78.9% very satisfied and 21.1% satisfied; see figure 6 for detail).

Participants' overall satisfaction about the workshop was distributed as (26.3%) satisfied and (73.7%) very satisfied.

Participants' Recommendations:

Only two participants had no recommendation, while other participant's recommendations are shown in table 6.

Table 1. Sex distribution of the participants

Sex	Frequency	%
Male	11	57.9
Female	8	42.1
Total	19	100

Table 2. Distribution of participants by governorates

Governorates	No. of Attendants	%
Kirkuk / Kirkuk	19	100

Table 3. Distribution of the participants by professions

Profession	Frequency	%
Medical Doctor	19	100

Table 4. Distribution of the participants by administrative positions

Position	Frequency	%
PHCC manager	2	10.5
Others	17	89.5
Total	19	100

Table 5. Distribution of participants by opinions about the workshop

Opinion about:	No.	%
1-Workshop length		
Too short	4	21.1
Short	7	36.8
Just about right	0	0
long	8	42.1
Too long	0	0
Total	19	100
2-Workshop usefulness		
Very useful	17	89.5
Useful	2	10.5
Unuseful	0	0
Total	19	100
3-The improvement of their skills and knowledge		
Major	9	47.4
Minor	10	52.6
No Improvement	0	0
Total	19	100
4-Workshop impact on the participants work		
Very positive	7	36.8
Positive	11	57.9
No impact	1	5.3
Total	19	100
5-Participants' willing for additional participation		
Very willing	14	73.7
Willing	5	26.3
Unwilling	0	0
Very unwilling	0	0
Total	19	100
6- Participants' satisfaction about the trainers		
Very satisfied	15	78.9
Satisfied	4	21.1
Unsatisfied	0	0
Very unsatisfied	0	0
Total	19	100
7- Overall satisfaction about the workshop		
Very satisfied	14	73.7
Satisfied	5	26.3
Unsatisfied	0	0
Very unsatisfied	0	0
Total	19	100

Table 6 Participants' Recommendations

Recommendations	No.
1- More attention to practical sessions (e.g. Computers, field visits, and lab. equipment)	3 recommendations
2- Increase the length of the workshop.	6 recommendations
3- More attention to skin diseases, eye diseases, sexually transmitted diseases, physiotherapy, lab tests, elderly diseases, and other endemic and communicable diseases.	6 recommendations
4- Use audio-visual teaching aids	5 recommendations
5- Granting participation certificate t the end of the workshop and awarding gifts to the brilliant participants.	3 recommendations

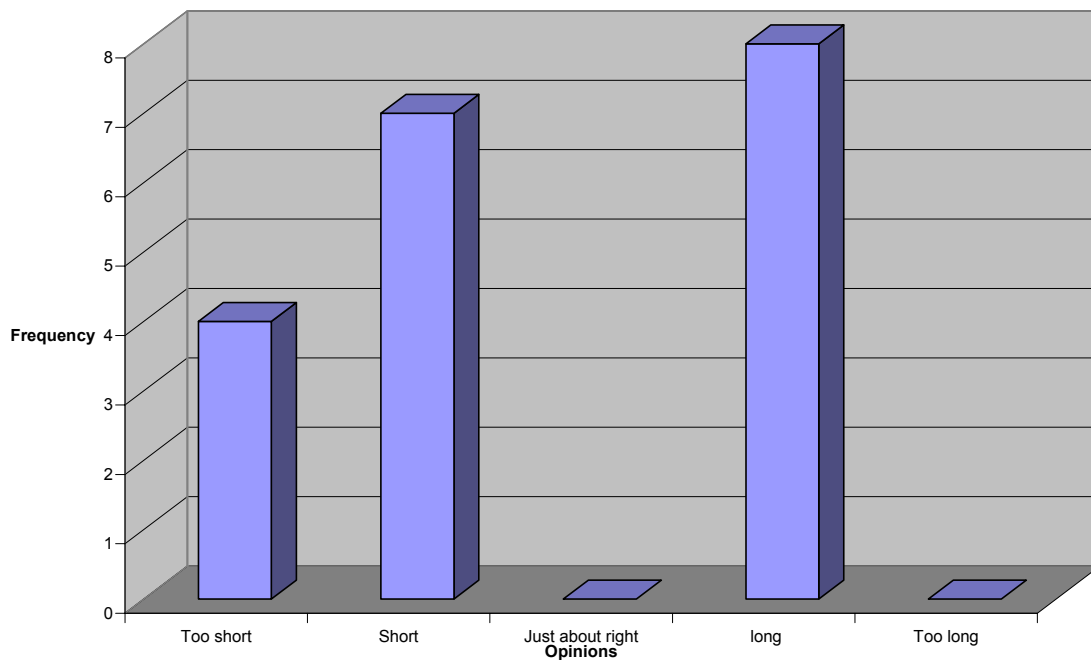


Figure 1 Distribution of participants by their opinions about workshop length

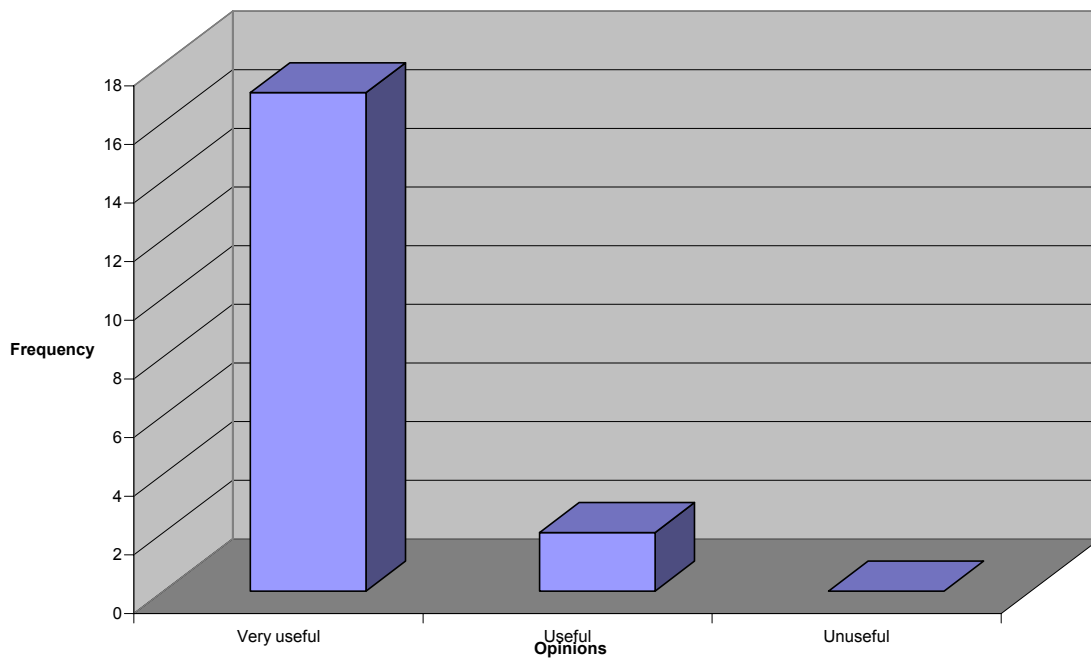


Figure 2 Distribution of participants by their opinions about workshop usefulness

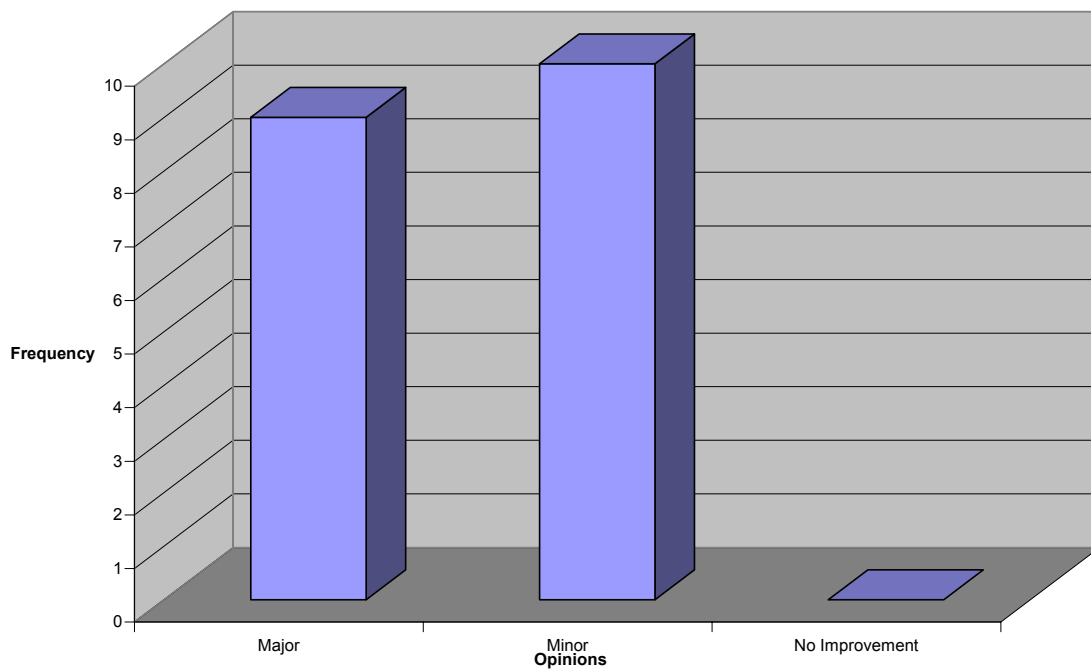


Figure 3 Distribution of participants by their opinions about improvement in their knowledge & skills

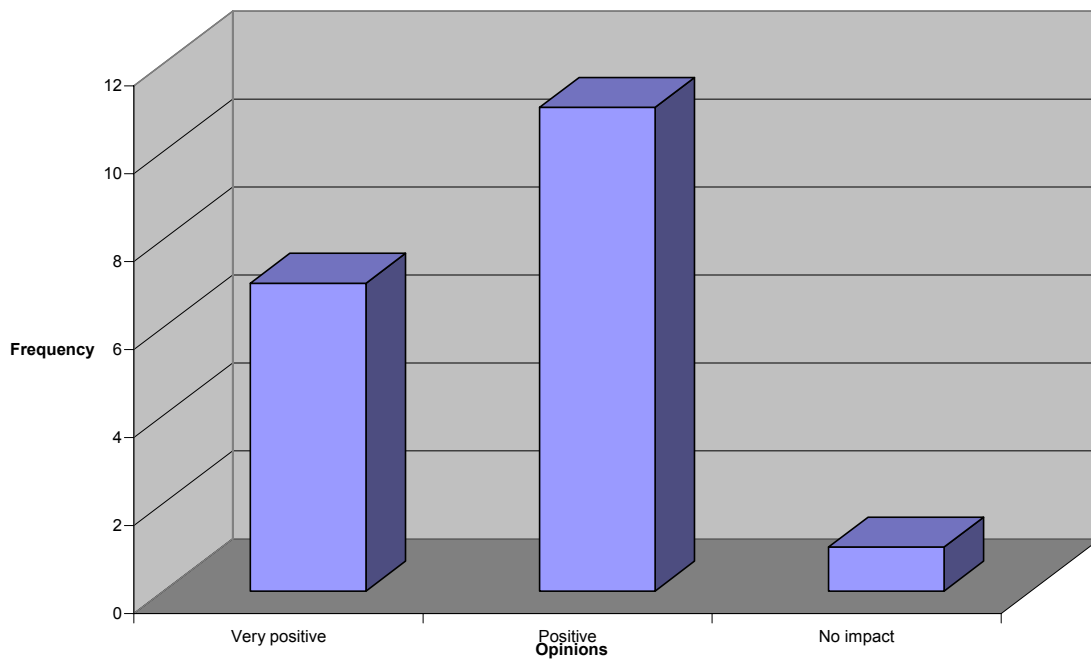


Figure 4 Distribution of participants by their opinions about workshop impact on their work

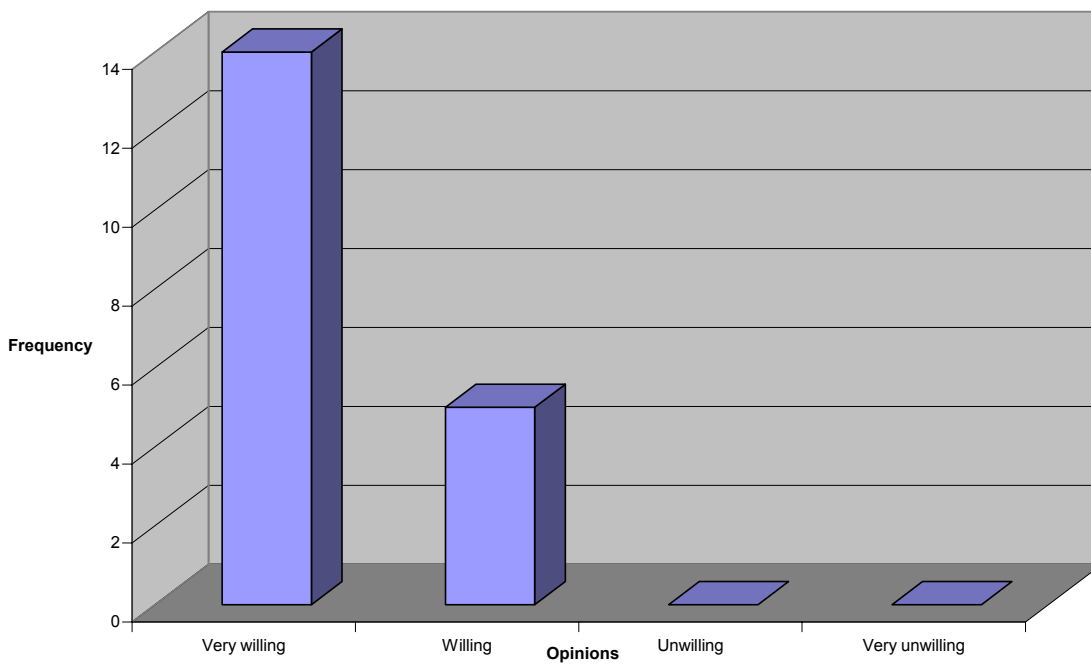


Figure 5 Distribution of participants by their opinions of willingness to participate in additional workshops

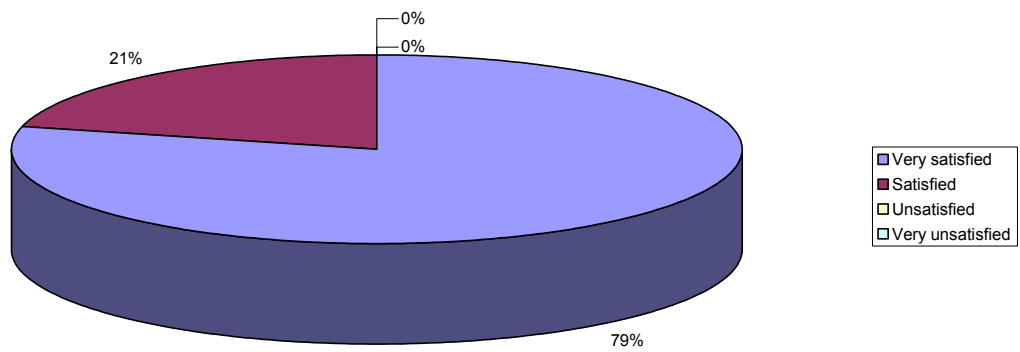


Figure 6 Distribution of participants by their opinions of satisfaction about the trainers

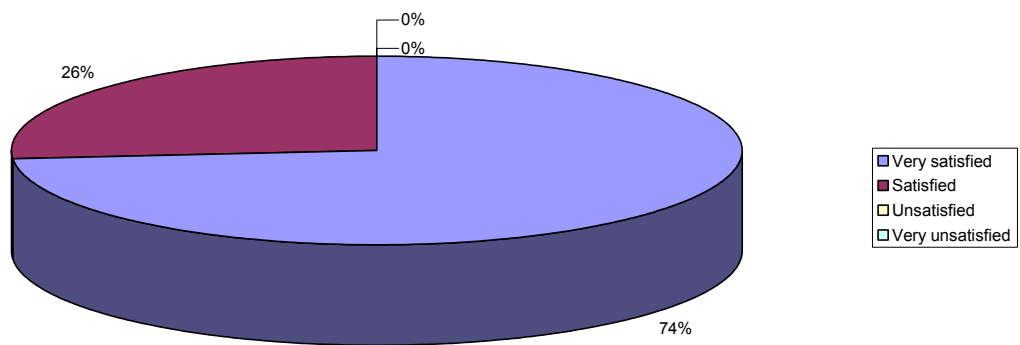


Figure 7 Distribution of participants by their opinions of overall satisfaction about the workshop

5. Conclusions

- There were nearly equal percentages males and females (57.9% males, 42% females), although male doctors percentages still higher than females. We hope more active female doctors participation due to the community habits in Iraq where most of the mothers prefer female doctors to examine them and their daughters.
- All of the participants were doctors , most of them were eager to learn more about skin diseases and other endemic communicable diseases. There were many opinions about lengthening the duration of the workshop this may indicate that the participants found the workshop as a good source of knowledge and at the same time the workshop duration was short for them to get their needs of knowledge.
- Almost all participants reported satisfaction with the workshop, in terms of trainers' capacity and overall workshop quality which means that the workshop team succeeded to use the right teaching ways to train the attendants, but there were some recommendations to use audio-visual teaching aids to facilitate learning process (this remark has been mentioned frequently in other workshops).
- All of the participants reported that they were willing to participate in additional workshops this indicates that they got experience and benefit as it appeared in their opinions about the workshop impact and usefulness. The workshop team succeeded to achieve their objective and also to attract the attendants for further workshops.